

CODE OF ETHICS

STATE BOARD OF MEDIATION

PURPOSE

Chapter 182, P.L. 1971 (R.S. 52:13D-13 et seq.) known as the "New Jersey Conflicts of Interest Law" contained legislative findings that "to ensure propriety and preserve public confidence, persons serving in government should have the benefit of specific standards to guide their conduct..."

The following Code of Ethics is presented to comply with Section 12 of the aforementioned act which provides that the head of each state agency shall promulgate a code of ethics to govern and guide the conduct of the employees of that agency.

DEFINITION

The term "State officer or employee" used below means any person holding an office or employment in the New Jersey State Board of Mediation including, but not limited to, the clerical and professional members of the Board staff mediators and the members of the Board appointed by the Governor by and with the advice and consent of the Senate but excluding arbitrators designated by the Board.

CODE OF ETHICS

1. No State officer or employee shall have any interest, financial, or otherwise, direct or indirect, or engage in any business or transaction or professional activity, whether by himself or through his spouse or any member of his immediate family, or through any partner or associate, which is in substantial conflict with the proper discharge of his duties in the public interest. "Interest" in a corporation means the ownership or control of more than 10% of the stock of the corporation.
2. No state officer or employee shall undertake any employment or service, whether compensated or not, which might reasonably be expected to impair his objectivity and independence of judgment in the exercise of his official duties.
3. No State officer or employee shall engage in any particular business, profession, trade or occupation which is subject to licensing, or regulation by a specific agency of State Government without promptly filing notice of such activity with the Executive Commission on Ethical Standards.

4. No State officer or employee shall use or attempt to use his official position to secure unwarranted privileges or advantages for himself or others.
5. No State officer or employee shall act in his official capacity in any matter wherein he has a direct or indirect personal financial interest that might reasonably be expected to impair his objectivity and independence of judgement in the exercise of his official duties. In accordance with this restriction, N.J.S.B. members shall *not* participate in, discuss or vote upon matters requiring Board consideration and decision when the Board members have a direct or personal financial interest in such matters or if such matters involve, emanate from or deal with the organization or company or business with which the Board member is directly associated, or over which he has jurisdiction or by whom he is employed.
6. No State officer shall accept any gift, favor, service or other thing of value under circumstances from which it might be reasonably inferred: that such gift, service or other thing of value was given or offered for the purpose of influencing him in the discharge of his official duties.
7. No State officer or employee shall knowingly act in any way that might reasonably be expected to create an impression or suspicion among the public having knowledge of his acts that may be engaged in conduct violative of his trust as a State officer or employee.
8. No State officer or employee shall appropriate or borrow for his personal use or for the use of any other person, any state property with which he is entrusted or to which he has access or is required to use in the performance of his duties.
9. No State officer or employee shall disclose to any individual or entity for his private gain or advantage or for the private gain or advantage of another individual or entity confidential information concerning the property or affairs of the state government. This prohibition does not apply to records or information, which are made available to the general public.
10. Violations of this code of ethics shall be cause for removal, suspension, demotion or other disciplinary action by the New Jersey State Board of Mediation. However, no action for removal shall be taken except upon the referral or with the approval of the Executive Commission on ethical Standards.

The code of ethics set forth above is intended to be supplementary to all standards provided in C. 182, P.L. 1971, and is not to be construed as being in derogation thereof.

November 9, 1978